National Finance Center
Front-End System Interface (FESI)
EHRI & RSM ELEMENTS Doc Type (444)

Data Element Name	Data Element Format	Start Position	End Position	Element Description	Optional Mandated O/M	Values	Customer Data Element Name
DOCUMENT-TYPE	A3	1	3	Indicates the type of document being processed.	M	Three position numeric field. The valid value is 770.	
AGCY-CODE	A2	4	5	The first level of the organizations structure codes used to identify the agency as defined by the National Finance Center.	M	Two position alphanumeric field. For a list of valid values, see TMGT, Table 023, Agency/Bureau.	
SUBMITTING-OFFICE-NUMBER	A4	6	9	An identifying code assigned by the Office of Personnel Management to a Federal civilian personnel office authorized to appoint and separate employees and maintain personnel data.	M	Four position numeric field. For a list of valid values, see TMGT, Table 001, Personnel Office Identifier Name and Address.	
BATCH-NO-PERSONNEL	A4	10	13	Number assigned by a personnel office to identify different batches of documents transmitted to the National Finance Center.	M	66XX – The document remains in suspense until corrective action is taken. 67XX – The document remains in suspense for one pass and coded for deletion unless some type of positive action is taken.	
SSNO	A9	14	22	A unique nine digit number assigned by the Social Security Administration.	M	Employee SSNO	
FILLER	A1	23	23	Unused field	M	SPACES	
PAY-PERIOD-NUMBER	A2	24	25	The number corresponding to the pay period for which this document is being processed.	M	01 through 27	
FILLER	A30	26	55	Unused field	M	SPACES	
USER-ID	A7	56	62	The user identification of the person entering the data.	M	Seven position alphanumeric field.	
DEPARTMENT-CODE	A2	63	64	Identifies the department of the U.S. government.	M	Two position alphanumeric field. For a list of valid values, see the OPM Guide to Personnel Data Standards.	

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FILLER	A42	65	106	Unused field.	M	SPACES	
FESI-IDENTIFIER-NUMBER	A15	107	121	Identifies transactions in user's system.	O		
UEID	A20	122	141	A unique employee ID (for future OPM use).			
FESI-DOC-EFF-CN	A2	142	143	The effective century of the document.	M	Two position numeric field. CCYY	
FESI-DOC-EFF-YR	A2	144	145	The effective year of the document.	M	Two position numeric field. CCYY	
FILLER	A5	146	150	Unused field.	M	SPACES	
CITIZENSHIP-CNTRY-CD	A4	151	154	The citizenship country code.	M	If the citizenship country code = 1, 3, or 4, then move 'US' to the citizenship-cntry-cd. Otherwise, the agency must provide the value. International country codes as defined by FISP 10-4 standards indicating the employee's country of citizenship.	
SELECTIVE-SVC-REG-IND	A1	155	155	Indicates whether an employee has registered for the selective service.	M	Y=Yes, N=No, Blank	
SVC-OBLIGATION-TYPE-CD1	A2	156	157	Reason for employee's service obligation.	M	01-Training received 02-Student loan repayment 03-Paid move 04-Relocation incentive 05-Recruitment incentive 06-Retention incentive	
DATE-SVC-OBLIG-END-YR1	A2	158	159	Date employee's service obligation expires.	M	Two position numeric field. YYMMDD	
DATE-SVC-OBLIG-END-MO1	A2	160	161	Date employee's service obligation expires.	M	Two position numeric field. YYMMDD	
DATE-SVC-OBLIG-END-DA1	A2	162	163	Date employee's service obligation expires.	M	Two position numeric field. YYMMDD	
SVC-OBLIGATION-TYPE-CD2	A2	164	165	Reason for employee's service obligation.	M		
DATE-SVC-OBLIG-END-YR2	A2	166	167	Date employee's service obligation expires.	M	Two position numeric field. YYMMDD	
DATE-SVC-OBLIG-	A2	168	169	Date employee's service obligation expires.	M	Two position numeric field.	

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END-MO2						YYMMDD	
DATE-SVC-OBLIG-END-DA2	A2	170	171	Date employee's service obligation expires.	M	Two position numeric field. YYMMDD	
SVC-OBLIGATION-TYPE-CD3	A2	172	173	Reason for employee's service obligation.	M		
DATE-SVC-OBLIG-END-YR3	A2	174	175	Date employee's service obligation expires.	M	Two position numeric field. YYMMDD	
DATE-SVC-OBLIG-END-MO3	A2	176	177	Date employee's service obligation expires.	M	Two position numeric field. YYMMDD	
DATE-SVC-OBLIG-END-DA3	A2	178	179	Date employee's service obligation expires.	M	Two position numeric field. YYMMDD	
SVC-OBLIGATION-TYPE-CD4	A2	180	181	Reason for employee's service obligation.	M		
DATE-SVC-OBLIG-END-YR4	A2	182	183	Date employee's service obligation expires.	M	Two position numeric field. YYMMDD	
DATE-SVC-OBLIG-END-MO4	A2	184	185	Date employee's service obligation expires.	M	Two position numeric field. YYMMDD	
DATE-SVC-OBLIG-END-DA4	A2	186	187	Date employee's service obligation expires.	M	Two position numeric field. YYMMDD	
MIL-DEP-AMT-AT-HIRE	A9	188	196		M		
MIL-DEP-UNPAID-BAL-AMT	A9	197	205		M		
MIL-CLASS-CHAR-SVC-CD	A2	206	207	Military classification of service.	M	01-Honorable 02- General (under honorable conditions) 03-Under other than honorable conditions 04-Entry level separation	
MIL-SVC-SERIAL-NO	A35	208	242	Serial number assigned by the military to identify a service member.	M		
MIL-BRANCH-TYPE-CD	A4	243	246	Code for the military service branch which a person has been employed.	M	01-Army 02-Nacy 03-Marine Corps 04-Air Force 05-Coast Guard	
MIL-DISCHARGE-TYPE-CD	A2	247	248	Type of employee's discharge from military service.	M	01-Separation 02-Voluntary separation 03-Involuntary separation	

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						04-Discharge 05-Retirement 06-Disability separation 07-Disability retirement	
MIL-CRED-SVC-NO-YRS	A2	249	250	Number of creditable military service years.	O	Two position numeric field. YYMMDD	
MIL-CRED-SVC-NO-MOS	A2	251	252	Number of creditable military service months.	O	Two position numeric field. YYMMDD	
MIL-CRED-SVC-NO-DAS	A2	253	254	Number of creditable military service days.	O	Two position numeric field. YYMMDD	
DATE-MIL-SVC-START-YR	A2	255	256	Start date year of service in a non-war campaign or expedition for periods after 4/28/52.	O	Two position numeric field. YYMMDD	
DATE-MIL-SVC-START-MO	A2	257	258	Start date month of service in a non-war campaign or expedition for periods after 4/28/52.	O	Two position numeric field. YYMMDD	
DATE-MIL-SVC-START-DA	A2	259	260	Start date day of service in a non-war campaign or expedition for periods after 4/28/52.	O	Two position numeric field. YYMMDD	
DATE-MIL-SVC-END-YR	A2	261	262	End date year of service in a non-war campaign or expedition for periods after 4/28/52.	O	Two position numeric field. YYMMDD	
DATE-MIL-SVC-END-MO	A2	263	264	End date month of service in a non-war campaign or expedition for periods after 4/28/52.	O	Two position numeric field. YYMMDD	
DATE-MIL-SVC-END-DA	A2	265	266	End date day of service in a non-war campaign or expedition for periods after 4/28/52.	O	Two position numeric field. YYMMDD	
ACTIVE-UNIFORMED-SVC-IND	A1	267	267	Indicates whether the employee has performed active military service in the armed forces or other uniformed service of the United States.	O	Y=Yes N=No	
COMPUTER-POSITION-IND	A1	268	268	Indicates if a position is designated as a computer position for computer security purposes.	O	Y=Yes N=No Blank	
FERS-IND	A1	269	269	Indicates employee's election or non-election of Federal Employee' Retirement System (FERS) coverage. This data element only applies to employees who are not	O	Y=Yes N=No Blank	

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				automatically covered by FERS but are eligible to elect FERS coverage under certain circumstances.			
DATE-FERS-ELECTION-YR	A2	270	271	Date on which the employee who is not automatically covered by FERS chooses to elect FERS coverage. This data element only applies to employees who are not automatically covered by FERS but are eligible to elect FERS under certain circumstances. This data element is related to the FERS Election Indicator data element.	O	Two position numeric field. YYMMDD	
DATE-FERS-ELECTION-MO	A2	272	273	Date on which the employee who is not automatically covered by FERS chooses to elect FERS coverage. This data element only applies to employees who are not automatically covered by FERS but are eligible to elect FERS under certain circumstances. This data element is related to the FERS Election Indicator data element.	O	Two position numeric field. YYMMDD	
DATE-FERS-ELECTION-DA	A2	274	275	Date on which the employee who is not automatically covered by FERS chooses to elect FERS coverage. This data element only applies to employees who are not automatically covered by FERS but are eligible to elect FERS under certain circumstances. This data element is related to the FERS Election Indicator data element.	O	Two position numeric field. YYMMDD	
APPT-EXCLU-FROM-CSRS-IND	A1	276	276	Indicates if an employee's appointment is not covered under the CSRS plan as described by law and regulation. This field will be used for retirement coverage determination.	O	Y=Yes N=No	
APPT-EXCLU-FROM-FERS-IND	A1	277	277	Indicates if an employee's appointment is not covered under the FERS plan as described by law and regulation. This field will be used for retirement coverage	O	Y=Yes N=No	

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				determination.			
FICA-COVERAGE-IND1	A1	278	278	Indicates if an employee is (1) an inmate working in a US penal institution, (2) a student employee as defined in 5 USC 5351(2), or (3) an individual serving on a temporary basis in case of fire, storm, earthquake, flood, or other similar emergency. This field will be used for retirement coverage determination.	O		
FICA-COVERAGE-IND2	A1	279	279	Indicates if an employee is returning to duty after a detail to an international organization under 5 USC 3343 or being reemployed after transfer to an international organization under 5 USC 3581 is being restored to duty under the provision of chapter 43 of title 38, US code, after performing service as a member of a uniformed service is being reemployed after employment by a tribal organization to which section 105(e)(2) of the Indian Self Determination Act applies. This field will be used in retirement coverage determination.	O		
FILLER	A4	280	283	Unused field.	M	SPACES	
DATE-DISAB-RET-NOTIFY-YR	A2	284	285	Date on which the Office of Personnel Management (OPM) notified the agency of disability retirement approval/denial.	O	Two position numeric field. YYMMDD	
DATE-DISAB-RET-NOTIFY-MO	A2	286	287	Date on which the Office of Personnel Management (OPM) notified the agency of disability retirement approval/denial.	O	Two position numeric field. YYMMDD	
DATE-DISAB-RET-NOTIFY-DA	A2	288	289	Date on which the Office of Personnel Management (OPM) notified the agency of disability retirement approval/denial.	O	Two position numeric field. YYMMDD	
DATE-SPEC-RET-SCD-YR	A2	290	291	Special Retirement Service Computation Date (SCD) of an employee. (Reserved for future use)	O	Two position numeric field. YYMMDD	
DATE-SPEC-RET-SCD-MO	A2	292	293	Special Retirement Service Computation Date (SCD) of an employee. (Reserved for future use)	O	Two position numeric field. YYMMDD	

DATE-SPEC-RET-SCD-DA	A2	294	295	Special Retirement Service Computation Date (SCD) of an employee. (Reserved for future use)	O	Two position numeric field. YYMMDD	
WORK-PHONE-INTL-CD	A25	296	320		O		
PHONE-AREA-CODE-WORK	A3	321	323	The area code of the employee's work number.	O		
PHONE-NUMBER-EXCH-WORK	A3	324	326	The exchange number at the employee's work number.	O		
PHONE-NUMBER-WORK	A4	327	330	The employee's 4-digit work number.	O		
HOME-PHONE-INTL-CD	A25	331	355		O		
PHONE-AREA-CODE-HOME	A3	356	358	The area code of the employee's home number.	O		
PHONE-NUMBER-EXCH-HOME	A3	359	361	The exchange number at the employee's home number.	O		
PHONE-NUMBER-HOME	A4	362	365	The employee's 4-digit home number.	O		
CELL-PHONE-INTL-CD	A25	366	390		O		
PHONE-AREA-CODE-CELL	A3	391	393	The area code of the employee's home number.	O		
PHONE-NUMBER-EXCH-CELL	A3	394	396	The exchange number at the employee's home number.	O		
PHONE-NUMBER-CELL	A4	397	400	The employee's 4-digit home number.	O		
LANGUAGE-CD-1	A4	401	404	Code representing the language in which the individual has some speaking, listening, reading or writing proficiency. TMGT Table 025 Block 904 validates speaking and reading ability.	O	See Language Identification in the Guide to Personnel Data Standards.	
LANGUAGE-PROFICIENCY-TYPE-CD-1	A2	405	406	Code describing the type of proficiency for a given determination of employee language proficiency.	O	01-Speaking 02-Listening 03-Reading 04-Writing	
LANGUAGE-PROFICIENCY-LEV-CD-1	A2	407	408	Code representing the assessed proficiency level of the employee in understanding a given language.	O		

LANGUAGE-CD-2	A4	409	412	Code representing the language in which the individual has some speaking, listening, reading or writing proficiency. TMGT Table 025 Block 904 validates speaking and reading ability.	O	See Language Identification in the Guide to Personnel Data Standards.	
LANGUAGE-PROFICIENCY-TYPE-CD-2	A2	413	414	Code describing the type of proficiency for a given determination of employee language proficiency.	O	01-Speaking 02-Listening 03-Reading 04-Writing	
LANGUAGE-PROFICIENCY-LEV-CD-2	A2	415	416	Code representing the assessed proficiency level of the employee in understanding a given language.	O		
LANGUAGE-CD-3	A4	417	420	Code representing the language in which the individual has some speaking, listening, reading or writing proficiency. TMGT Table 025 Block 904 validates speaking and reading ability.	O	See Language Identification in the Guide to Personnel Data Standards.	
LANGUAGE-PROFICIENCY-TYPE-CD-3	A2	421	422	Code describing the type of proficiency for a given determination of employee language proficiency.	O	01-Speaking 02-Listening 03-Reading 04-Writing	
LANGUAGE-PROFICIENCY-LEV-CD-3	A2	423	424	Code representing the assessed proficiency level of the employee in understanding a given language.	O		
LANGUAGE-CD-4	A4	425	428	Code representing the language in which the individual has some speaking, listening, reading or writing proficiency. TMGT Table 025 Block 904 validates speaking and reading ability.	O	See Language Identification in the Guide to Personnel Data Standards.	
LANGUAGE-PROFICIENCY-TYPE-CD-4	A2	429	430	Code describing the type of proficiency for a given determination of employee language proficiency.	O	01-Speaking 02-Listening 03-Reading 04-Writing	
LANGUAGE-PROFICIENCY-LEV-CD-4	A2	431	432	Code representing the assessed proficiency level of the employee in understanding a given language.	O		
LANGUAGE-CD-5	A4	433	436	Code representing the language in which the individual has some speaking, listening, reading or writing proficiency. TMGT	O	See Language Identification in the Guide to Personnel Data Standards.	

				Table 025 Block 904 validates speaking and reading ability.			
LANGUAGE-PROFICIENCY-TYPE-CD-5	A2	437	438	Code describing the type of proficiency for a given determination of employee language proficiency.	O	01-Speaking 02-Listening 03-Reading 04-Writing	
LANGUAGE-PROFICIENCY-LEV-CD-5	A2	439	440	Code representing the assessed proficiency level of the employee in understanding a given language.	O		
LANGUAGE-CD-6	A4	441	444	Code representing the language in which the individual has some speaking, listening, reading or writing proficiency. TMGT Table 025 Block 904 validates speaking and reading ability.	O	See Language Identification in the Guide to Personnel Data Standards.	
LANGUAGE-PROFICIENCY-TYPE-CD-6	A2	445	446	Code describing the type of proficiency for a given determination of employee language proficiency.	O	01-Speaking 02-Listening 03-Reading 04-Writing	
LANGUAGE-PROFICIENCY-LEV-CD-6	A2	447	448	Code representing the assessed proficiency level of the employee in understanding a given language.	O		
LANGUAGE-CD-7	A4	449	452	Code representing the language in which the individual has some speaking, listening, reading or writing proficiency. TMGT Table 025 Block 904 validates speaking and reading ability.	O	See Language Identification in the Guide to Personnel Data Standards.	
LANGUAGE-PROFICIENCY-TYPE-CD-7	A2	453	454	Code describing the type of proficiency for a given determination of employee language proficiency.	O	01-Speaking 02-Listening 03-Reading 04-Writing	
LANGUAGE-PROFICIENCY-LEV-CD-7	A2	455	456	Code representing the assessed proficiency level of the employee in understanding a given language.	O		
LANGUAGE-CD-8	A4	457	460	Code representing the language in which the individual has some speaking, listening, reading or writing proficiency. TMGT Table 025 Block 904 validates speaking and reading ability.	O	See Language Identification in the Guide to Personnel Data Standards.	
LANGUAGE-	A2	461	462	Code describing the type of proficiency for	O	01-Speaking	

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PROFICIENCY-TYPE-CD-8				a given determination of employee language proficiency.		02-Listening 03-Reading 04-Writing	
LANGUAGE-PROFICIENCY-LEV-CD-8	A2	463	464	Code representing the assessed proficiency level of the employee in understanding a given language.	O		
EMER-CONTACT-LAST-NAME1	A35	465	499	Non-chosen/inherited/married name of employee's emergency contact.	O		
EMER-CONTACT-FIRST-NAME1	A35	500	534	Given/chosen/often first name of employee's emergency contact.	O		
EMER-CONTACT-MIDDLE-NAME1	A35	535	569	Middle name or initial of employee's emergency contact.	O		
EMER-CONTACT-SUFFIX	A4	570	573	The suffix to a full name of an employee's emergency contact.	O		
DATE-EMER-CONTACT-UPD-YR1	A2	574	575	Date the employee's contact information was updated by the employee.	O	Two position numeric field. YYMMDD	
DATE-EMER-CONTACT-UPD-MO1	A2	576	577	Date the employee's contact information was updated by the employee.	O	Two position numeric field. YYMMDD	
DATE-EMER-CONTACT-UPD-DA1	A2	578	579	Date the employee's contact information was updated by the employee.	O	Two position numeric field. YYMMDD	
EMER-PHONE1-INTL-CD	A25	580	604	Phone number of an employee's emergency contact.	O		
PHONE-AREA-CODE-EMER1	A3	605	607	Phone number of an employee's emergency contact.	O		
PHONE-NUMBER-EXCH-EMER1	A3	608	610	Phone number of an employee's emergency contact.	O		
PHONE-NUMBER-EMER1	A4	611	614	Phone number of an employee's emergency contact.	O		
EMER-CONTACT-LAST-NAME2	A35	615	649	Non-chosen/inherited/married name of employee's emergency contact.	O		
EMER-CONTACT-FIRST-NAME2	A35	350	684	Given/chosen/often first name of employee's emergency contact.	O		
EMER-CONTACT-MIDDLE-NAME2	A35	685	719	Middle name or initial of employee's emergency contact.	O		
EMER-CONTACT-SUFFIX	A4	720	723	The suffix to a full name of an employee's emergency contact.	O		
DATE-EMER-CONTACT-UPD-YR2	A2	724	725	Date the employee's contact information was updated by the employee.	O	Two position numeric field. YYMMDD	
DATE-EMER-	A2	726	727	Date the employee's contact information	O	Two position numeric field.	

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CONTACT-UPD-MO2				was updated by the employee.		YYMMDD	
DATE-EMER-CONTACT-UPD-DA2	A2	728	729	Date the employee's contact information was updated by the employee.	O	Two position numeric field. YYMMDD	
EMER-PHONE2-INTL-CD	A25	730	754	Phone number of an employee's emergency contact.	O		
PHONE-AREA-CODE-EMER2	A3	755	757	Phone number of an employee's emergency contact.	O		
PHONE-NUMBER-EXCH-EMER2	A3	758	760	Phone number of an employee's emergency contact.	O		
PHONE-NUMBER-EMER2	A4	761	764	Phone number of an employee's emergency contact.	O		
IPA-ENTITL-BEN-NOTIFY-TXT	A75	765	839	Text of notification of the employee's entitlements/benefits to which the employee has consented for an Intergovernmental Personnel Act assignment (IPA).	O	Reserved for future use.	
CORRESPONDENCE-REGION	A35	840	874	Region, province, or other first administrative district or division of a country other than the U.S. for the organization or person address.	O		
CORRESPONDENCE-CNTRY-CD	A35	875	909	International Country Code as defined by the United States Postal Service.	O		
DATE-MED-EMERGENCY-END-YR	A2	910	911	End date for a period of medical emergency for a leave transfer recipient.	O	Two position numeric field. YYMMDD	
DATE-MED-EMERGENCY-END-MO	A2	912	913	End date for a period of medical emergency for a leave transfer recipient.	O	Two position numeric field. YYMMDD	
DATE-MED-EMERGENCY-END-DA	A2	914	915	End date for a period of medical emergency for a leave transfer recipient.	O	Two position numeric field. YYMMDD	
DATE-MED-EMERGENCY-START-YR	A2	916	917	Start date for a period of medical emergency for a leave transfer recipient.	O	Two position numeric field. YYMMDD	
DATE-MED-EMERGENCY-START-MO	A2	918	919	Start date for a period of medical emergency for a leave transfer recipient.	O	Two position numeric field. YYMMDD	
DATE-MED-EMERGENCY-START-DA	A2	920	921	Start date for a period of medical emergency for a leave transfer recipient.	O	Two position numeric field. YYMMDD	

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MILITARY-LOST-DAYS	A4	922	925	Number of days the military has determined is not creditable in a service period.	O		
DATE-FMLA-BEG-YR	A2	926	927	Date on which the employee first uses Family and Medical Leave Act (FMLA) leave.	O	Two position numeric field. YYMMDD	
DATE- FMLA-BEG-MO	A2	928	928	Date on which the employee first uses Family and Medical Leave Act (FMLA) leave.	O	Two position numeric field. YYMMDD	
DATE- FMLA-BEG-DA	A2	930	931	Date on which the employee first uses Family and Medical Leave Act (FMLA) leave.	O	Two position numeric field. YYMMDD	
DATE-FMLA-END-YR	A2	932	933	Date 12 months after the Family and Medical Leave Act (FMLA) start date.	O	Two position numeric field. YYMMDD	
DATE- FMLA-END-MO	A2	934	935	Date 12 months after the Family and Medical Leave Act (FMLA) start date.	O	Two position numeric field. YYMMDD	
DATE- FMLA-END-DA	A2	936	937	Date 12 months after the Family and Medical Leave Act (FMLA) start date.	O	Two position numeric field. YYMMDD	
FROZEN-SVC-CRED-NO-YR	A2	938	939	Number of days of civilian and military service in addition to the Frozen Service Year Count and Month Count that is creditable in a Civil Service Retirement System (CSRS) component of a Federal Employees Retirement System (FERS) employee (Retirement Plan K, L, M, and N) or, in the case of a CSRS Offset employee.	O	Two position numeric field. YYMMDD	
FROZEN-SVC-CRED-NO-MO	A2	940	941	Number of days of civilian and military service in addition to the Frozen Service Year Count and Month Count that is creditable in a Civil Service Retirement System (CSRS) component of a Federal Employees Retirement System (FERS) employee (Retirement Plan K, L, M, and N) or, in the case of a CSRS Offset employee.	O	Two position numeric field. YYMMDD	

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FROZEN-SVC-CRED-NO-DA	A2	942	943	Number of days of civilian and military service in addition to the Frozen Service Year Count and Month Count that is creditable in a Civil Service Retirement System (CSRS) component of a Federal Employees Retirement System (FERS) employee (Retirement Plan K, L, M, and N) or, in the case of a CSRS Offset employee.	O	Two position numeric field. YYMMDD	
EMPLOYEE-WORK-EMAIL	A60	944	1003	The employees work email address.	O		
FEGLI-ASSIGNMNET-IND	A1	1004	1004	Indicates whether an employee has completed or has an R176-10 Assignment form on file.	O	=Y or N	
FEGLI-POST-EL-BAS-INS-AMT	A8	1005	1012	Indicates the FEGLI Post-Election Basic Insurance Amount when an employee has elected partial living benefits. This amount will not change in the future. Populated when Living Benefits Partial NOA (806) is provided.	O		
FEGLI-DESIGN-BEN-IND	A1	1013	1013	Indicates whether an employee has a Designation of Beneficiary Form SF-2823 on file.	O	=Y or N	
FILLER	A2437	1014	3450	Unused field.	M	SPACES	

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